

Good morning, MU Campus Community!

The Diversity to Inclusion Initiative Teams would like to invite you to one of four Open Forums where we will provide you with updates regarding our efforts. We will share the draft Diversity, Equity, and Inclusion (DEI) Strategic Plan and seek your input.

Since February, 2018, the Diversity to Inclusion Leadership and Resource Teams utilized collected data and continuous feedback to identify three goals to promote diversity, equity, and inclusion efforts on our campus. Those goals, strategies, and associated action steps are outlined on the draft DEI Strategic Plan, below.

We hope you are able to join us on one of the following days:

Tuesday, October 30, 2018, 12:05-1:10pm, SMC 24

Wednesday, October 31, 2018, 12-1pm, SMC 24

Monday, November 5, 2018, 7:30-8:30pm, SMC 118

Tuesday, November 13, 2018, 8-9am, SMC 24

Thank you for everything you are already doing to make Millersville University an inclusive campus!

Karen Rice and Dwight Horsey, Co-Chairs, on behalf of the Diversity to Inclusion Leadership and Resource Teams

Diversity

Diversity is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origins, religious commitments, age, ability status, political perspective, and more.

Equity

Equity is working actively to challenge and respond to bias, harassment, discrimination, and oppression. We are committed to an environment of equal opportunity for all persons, and do not discriminate on the basis of race or ethnicity, gender, sexual orientation, gender identity, gender expression, campus status (e.g., student, faculty, staff), marital status, parental status, pregnancy, descriptive linguistics, age, religion or belief system, political beliefs, ability status, socioeconomic status, national background or origin, appearance, veteran status, and more.

Inclusion

Inclusion is creating a campus community where differences are welcomed and respectfully heard and where every individual feels a sense of belonging.

Social Justice

Taking concrete steps to ensure greater diversity, equity, and inclusion at the university.

Goal 1: Foster Innovative and Inclusive Campus Climate

In order to *engage learners* to contribute positively to contemporary and future workplaces and communities, Millersville University is committed to ensuring that diversity, equity, and inclusion are foundational aspects to our educational programming and teaching.

Strategy: Provide diversity, equity, and inclusion training to all students, faculty, and staff.

Action Steps:

- Develop series of resource guides that can be provided as part of recruitment and orientation material (students, faculty, and staff)
- Develop series of trainings from beginning to advanced that range from required for all students, faculty, and staff to optional for advanced professional growth (training content should minimally include education on identities, power, privilege, oppression, race in society, use of inclusive language, implicit bias)
- Develop and require participation in diversity, equity, and inclusion training modules for students in leadership and mentorship programs
- Enhance UNIV 103 course to ensure diversity, equity, and inclusion content
- Review and enhance current Diversity requirement course of all students and ensure criteria for Diversity label aligns with university's Inclusion value and contemporary relevance

Strategy: Establish accessible and inclusive physical and virtual campus environment.

Action Steps:

- Create and implement inclusive facilities checklist that establishes guidelines for renovations and new construction that supports more accessible and inclusive physical environment
- Complete an accessibility audit of MU's webpage, learning management systems, and instructional tools and technology to ensure digital media are accessible to all users
- Program all new buildings and retrofit existing buildings to contain family and gender inclusive bathrooms
- Promote and increase accessibility to lactation room
- Reassess and remodel Dr. Rita Smith Wade-El Intercultural Center for Student Engagement space to enhance more open, inviting, and culturally rich environment that meets the needs of the campus
- Conduct evaluation of all campus spaces for students and employee accessibility and safety (e.g., ADA compliant, safety phones, lighting, security cameras)

Goal 2: Recruit, Retain, and Develop a Diverse and Inclusive Community

In order to *ensure* long-term *success* of the University, Millersville University is committed to increasing diversity in its myriad forms and to pursuing an equitable policy to access and opportunity, which gives students, faculty, and staff the chance to excel.

Strategy: Create persistent presence of inclusion resources, initiatives, and information on Millersville University website and other marketing material.

Action Steps:

- Include vision on marketing material
- Create flyers/posters to hang around campus that promotes values of diversity, equity, and inclusion
- Create webpage for inclusion
- Create and sustain institutional infrastructure that effectively supports inclusivity

Strategy: Implement more formal efforts to establish relationships with the goal of attracting diverse undergraduate and graduate student populations.

Action Steps:

- Refine strategic marketing plan to target underrepresented and underprepared students by increasing K-12 and community exposure to and understanding of MU's broad educational programs and resources
- Establish and market processes and resources for translation of key marketing materials into Spanish (print and online)
- Establish strategic marketing plan with HBCUs to increase exposure and understanding of Millersville University's graduate program options
- Refine strategic marketing plan to target international students

Strategy: Implement programming and policies that increase diverse faculty and staff recruitment and success.

Action Steps:

- Review and enhance current faculty and staff search processes to ensure all committee members are trained on diversity, equity, and inclusion and focus on fostering inclusive environment is part of interview process
- Examine and enhance current recruitment strategies for faculty and staff
- Ensure transparency in the hiring process across all levels with alignment to the university's Inclusion value
- Review and enhance faculty mentoring program
- Establish staff mentoring program
- Enhance and develop faculty and staff affinity groups

Strategy: Cultivate opportunities for students, faculty, and staff to engage in discussion and learning that fosters sense of belonging.

Action Steps:

- Review current cohort, learning community, and affinity programs and enhance the marketing of them as well as identify gaps for program growth or development
- Review current courageous conversations and identify ways to expand and enhance this program
- Evaluate engagement in work groups to identify areas for enhancement
- Assess support resources needed for the Dr. Rita Smith Wade-El Intercultural Center for Student Engagement to offer a culturally rich environment that meets the needs of the campus

Strategy: Enhance essential academic support to ensure student success.

Action Steps:

- Review and enhance plan to target advising, mentoring, and tutoring resources to extend support to students at academic risk
- Enhance programming aimed at closing the achievement gap to ensure degree completion.

Strategy: Enhance current evaluation processes of faculty and staff to ensure equitable opportunities to excel.

Action Steps:

- Review and enhance current evaluation processes of faculty and staff

Goal 3: Ensure Inclusive and Equitable Policies and Practices

In order to *engage learners* to contribute positively to contemporary and future workplaces and *embrace agility* within our culture of excellence, Millersville University is committed to ensuring that our campus is a welcoming place for all individuals regardless of race, ethnicity, culture, religion, socioeconomic status, ability, political views, and more. We aspire to create an environment where differing perspectives are respectfully heard and where every individual experiences a sense of belonging and inclusion. We know that to create an inclusive campus community, it will take individual and collective action to challenge and respond to bias, harassment, discrimination, and oppression.

Strategy: Develop mechanism for understanding incidents of bias and share available support services and organizations.

Action Steps:

- Establish clear process for identifying incidences of bias
- Share the process for identifying incidences through various communication channels (e.g., webpage, orientations for faculty/staff/students, resource materials)

Strategy: Ensure work environment is free from bias, harassment, discrimination, and oppression

Action Steps:

- Assess engagement in work groups to identify areas for improvement to foster inclusion
- Improve assessment of and accountability for inclusivity at every level of the University
- Establish University policy that permits use of facilities (e.g., bathrooms, locker rooms) based on gender identity